

## Office of Personnel Management

§ 532.315

2012 NAICS codes	2012 NAICS industry titles
332999 .....	All other miscellaneous fabricated metal product manufacturing.
33312 .....	Construction machinery manufacturing.
333923 .....	Overhead traveling crane, hoist, and monorail system manufacturing.
333924 .....	Industrial truck, tractor, trailer, and stacker machinery manufacturing.
33651 .....	Railroad rolling stock manufacturing.
42381 .....	Construction and mining (except oil well) machinery and equipment merchant wholesalers.
<b>Shipbuilding Specialized Industry</b>	
336611 .....	Ship building and repairing.
48839 .....	Other support activities for water transportation.
<b>Sighting and Fire Control Equipment Specialized Industry</b>	
333314 .....	Optical instrument and lens manufacturing.
333316 .....	Photographic and photocopying equipment manufacturing.
3341 .....	Computer and peripheral equipment manufacturing.
33422 .....	Radio and television broadcasting and wireless communications equipment manufacturing.
33429 .....	Other communications equipment manufacturing.
334418 .....	Printed circuit assembly (electronic assembly) manufacturing.
334511 .....	Search, detection, navigation, guidance, aeronautical and nautical system and instrument manufacturing.
334515 .....	Instrument manufacturing for measuring and testing electricity and electrical signals.
334613 .....	Magnetic and optical recording media manufacturing.
<b>Small Arms Specialized Industry</b>	
332994 .....	Small arms manufacturing.

(b) For wage surveys involving the specialized Federal industry “Artillery and Combat Vehicles” in paragraph (a) of this section, the lead agency must limit special job coverage for industries in NAICS codes 2211, 2212, 32732, 484, 4862, 5621, 492, 5171, 5172, and 5173 to automotive mechanic, diesel engine mechanic, and heavy mobile equipment mechanic.

(c) For nonappropriated fund wage surveys, the lead agency must use NAICS codes 71111, 7221, 7222, 72231, 72232, and 7224 (eating and drinking places) when it determines a wage schedule for a specialized industry.

[71 FR 35375, June 20, 2006, as amended at 73 FR 45853, Aug. 7, 2008; 78 FR 58154, Sept. 23, 2013; 79 FR 21121, Apr. 15, 2014]

### § 532.315 Additional survey jobs.

(a) For appropriated fund surveys, when the lead agency adds to the industries to be surveyed, it shall add to the required survey jobs the specialized survey jobs listed below opposite the industry added:

Specialized industry	Specialized survey jobs	Grade
Aircraft .....	Electronics Mechanic .....	WG-11
	Aircraft Structures Assembler B .....	WG-7
	Aircraft Structures Assembler A .....	WG-9
	Aircraft Mechanic .....	WG-10
Specialized industry	Specialized survey jobs	Grade
Specialized industry	Specialized survey jobs	Grade
Specialized industry	Specialized survey jobs	Grade

## § 532.317

## 5 CFR Ch. I (1–1–16 Edition)

Specialized industry	Specialized survey jobs	Grade
Guided missiles.	Electronic Test Equipment Repairer.	WG–11
	Electronic Computer Mechanic ..	WG–11
	Television Station Mechanic .....	WG–11
	Electronic Computer Mechanic ..	WG–11
Heavy duty equipment. Shipbuilding ...	Guided Missile Mechanical Repairer.	WG–11
	Heavy Mobile Equipment Mechanic.	WG–10
	Electronics Mechanic .....	WG–11
	Electrician, Ship .....	WG–10
Sighting and fire control.	Pipefitter, Ship .....	WG–10
	Shipfitter .....	WG–10
	Shipwright .....	WG–10
	Machinist (Marine) .....	WG–10
Small arms ....	Electronic Computer Mechanic ..	WG–11
	Fire Control Instrument Repairman.	WG–11
	Electronic Fire Control Systems Repairer.	WG–11
	Electronic Fire Control Systems Repairer.	WG–12
	Electronic Fire Control Systems Repairer.	WG–13
	Small Arms Repairer .....	WG–8

(b) For nonappropriated fund surveys, a lead agency must obtain prior approval of OPM to add a job not listed in § 532.223 of this subpart.

[55 FR 46180, Nov. 1, 1990]

### § 532.317 Use of data from the nearest similar area.

(a)(1) For prevailing rate employees other than those in the Department of Defense, the lead agency shall, in establishing the regular schedule under the provisions of this subpart, analyze and use the acceptable data from the nearest similar wage area together with the data obtained from inside the local wage survey area. The regular schedule for Department of Defense prevailing rate employees shall be based on local wage data only.

(2) The total number of job matches obtained from the nearest similar wage area shall be equal to the number required for adequacy in § 532.309(a) (2) and (3) of this subpart for appropriated fund surveys and § 532.309(b)(2) of this subpart for nonappropriated fund surveys.

(3) Data shall be selected for inclusion on the basis of the most populous survey jobs as determined by the weighted job matches found in the dominant industry in the selected reference area. In identifying survey jobs for which reference area samples will

be included, the jobs required at limited grade ranges shall be selected before jobs in the unlimited grade range. When there is a tie in the selection procedure, the highest graded job shall be selected first.

(4) If there are two dominant industries for which data are obtained from nearest similar areas, the procedure described in paragraph (a)(2) of this section shall be applied independently for each of the specialized industries.

(b)(1) The wage rates established for a grade by using data from the nearest similar area may not exceed the wage rates for the same grade in the nearest similar area.

(2) If data are obtained from two nearest similar areas for two dominant industries, the wage rates established for a grade by using these data may not exceed the higher of the wage rates for the same grade in the two nearest similar areas.

(c) The wage data obtained from the nearest similar area or areas may not be used to reduce the wage rates for any grade in the local area below the rates that would be established for that grade without the use of the data from the nearest similar area or areas.

[46 FR 21344, Apr. 10, 1981, as amended at 54 FR 38197, Sept. 15, 1989. Redesignated and amended at 55 FR 46179, Nov. 1, 1990]

## Subpart D—Pay Administration

### § 532.401 Definitions.

In this subpart:

*Change to lower grade* means a change in the position of an employee who, while continuously employed—

(1) Moves from a position in one grade of a prevailing rate schedule established under this part to a position in a lower grade of the same type prevailing rate schedule, whether in the same or different wage area;

(2) Moves from a position under a prevailing rate schedule established under this part to a position under a different prevailing rate schedule (e.g., WL to WG) with a lower representative rate; or

(3) Moves from a position not under a prevailing rate schedule to a position with a lower representative rate under a prevailing rate schedule.